



Same Sex Marriage Court Ruling

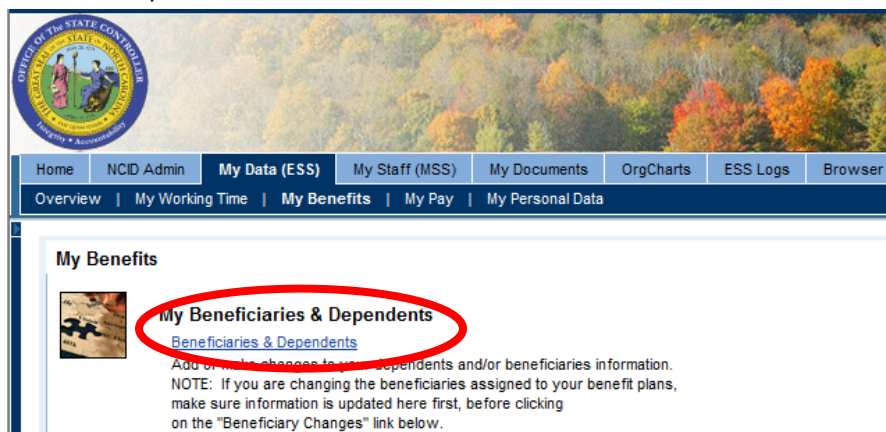
A Federal Court ruling overturned NC law in which same sex marriage is now recognized as legal in NC. The BEACON system has been updated as of 10/16/14 to allow same sex spouses to be listed in the system as a 'spouse' rather than 'other' or 'related persons'. This is a Benefits' Qualifying Event that allows the following:

- Same sex spouses of State Health Plan and NC Flex Plan members are now eligible for coverage.
- This includes children of the new spouse to be eligible for coverage as well.
- Members now have 30 days from 10/16/14 (10/16/14-11/14/14), to add the spouse or children of the new spouse to State Health Plan or NC Flex Plan coverage.
- Coverage under this qualifying event would become effective 11/1/14.
- This includes eligibility to add same sex spouses & children for Annual Enrollment with a 1/1/15 effective date, in addition to or in lieu of a current qualifying event change.
- Please ensure the appropriate documentation is provided to Agency HBRs to support any enrollments as a result of this qualifying event for dependent verification (i.e., marriage certificates, birth certificates, etc.).
- Enrollments must be completed online through BEACON's Employee Self Service (ESS) portal at <https://mybeacon.nc.gov>
- **REMINDER:** Spouse enrollments in the State Health Plan require a Social Security Number and completion of all Wellness Credits.

PRIOR TO ENROLLING A SAME SEX SPOUSE OR CHILD OF A SAME SEX SPOUSE:

A. GETTING QUALIFIED DEPENDENTS LISTED IN BEACON AS 'SPOUSE' OR 'CHILD'

- 1) PRIOR TO COMPLETING AN ENROLLMENT, the spouse or child needs to be listed as such in the BEACON system first.
- 2) Employees can log onto the '**Beneficiaries & Dependents**' screen in My Data (ESS), My Benefits to add the spouse or child:





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- **PLEASE NOTE:** The spouse may already be listed as 'Other' or 'Related Person'. These records cannot be deleted.
- A new record needs to be created for the individual as 'New Spouse' or 'New Child'.



- Once the new Beneficiary/Dependent record is created, the individual will be listed in the BEACON system as an eligible dependent to add to an insurance plan.

- 3) Agency HBRs or Master Data Maintainers can also create the spouse or child record in the **'Family Member/Dependents'** Infotype (IT 0021).

B. CREATING THE ADJUSTMENT REASON FOR THE QUALIFYING EVENT

- 1) PRIOR TO COMPLETING AN ENROLLMENT, the Agency HBR or Master Data Maintainer will need to create an adjustment reason (IT 0378) for the qualifying event.
- 2) The adjustment reason will generate the ESS link to show up in the employee's My Data (ESS), My Benefits screen to click on to enroll the spouse or child onto the applicable plan.
- 3) Agency HBRs or Master Data Maintainers will need to use the ADDF (Add Family) adjustment reason subtype with the start date of 10/16/14 for this qualifying event when adding currently married couples from other states. This will give the employee 30 days from 10/16/14-11/14/14 to complete the enrollment.
- 4) If a same sex spouse (and/or spouse's child) is not enrolled within the 30 days for the qualifying event (by 11/14/14), they cannot be added until the next annual enrollment (October 2015). They can be added during this annual enrollment, which ends on 10/31/14.
- 5) Going forward, any newly married couples are eligible to be added to the plans under regular Qualifying Event rules, using the MRG adjustment reason for 'Marriage'.